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ARBITRATION/LABOR RELATIONS EXPERIENCE:

1999-Present: Arbitrate\mediate labor and statutory employment disputes of contract interpretation and application, rates of pay, rules, working conditions, contract formation; experienced in grievance arbitration and interest arbitration, med-arb, factfinding (sexual harassment, civil rights, individual employment agreements), class-action grievance facilitation. Chair of tripartite arbitration tribunals. Adjudicated over 1,000 grievances, impasses, unfair labor practices, unit determinations, representation elections, card-check recognitions, and discrimination claims. Adjunct Professor (Arbitration) at Colorado St. U.\Institute for Adv. Dispute Resolution and at U. of New Mexico (Employment Relations). **1993-1999:** Director, New Mexico PERB; investigated, mediated & adjudicated ULPs & unit representation cases; wrote PERB opinions and awards; technical services to 55 tripartite public labor boards throughout the state. **1986-1993:** Advisor to jt. labor-mgmt. committees on technology and operations using interest-based processes at N. Indiana Public Svc.\USWA, FAA\PASS, Ford\UAW, LTV Steel\USWA, Goodyear\URW, General Dynamics(Electric Boat)\IAMAW. **1980-1986:** Staff Associate at U.S. Federal Service Impasses Panel and U.S. Foreign Service Impasse Disputes Panel conducting interest arbitration, factfinding, and mediation. Continuing arbitrator education and training through National Academy of Arbitrators, FMCS & AAA, Nat'l. Judicial College (motions, discovery, employment torts, evidence, remedies, fair hearing practices).

INDUSTRIES & LABOR ORGANIZATIONS:

Industries: aerospace; aircraft mfg; airlines; agriculture; aluminum; automotive; banking; beverage; brewery; broadcasting; bldg. products; call centers; canning; casinos, cement; chemicals; clothing; coal; communications; construction; corrections; dairy; education; electrical equipment\appliance; electronics; engineering & research; financial institutions; fire; food; foundry; furniture; glass\pottery; health care; hospitals\nursing homes; insurance; iron; lodging (hotels\motels); lumber; maritime; meat packing; metal fabrication; mining; ofc support\clericals; organizations; pharmaceuticals; petroleum refining\petrochemicals; police; prison\security guard; pulp & paper; refrigeration\HVAC; regulatory agencies; resorts; retail stores; rubber\tire; svc industries; steel; supermarkets; telecommunications; transportation; trucking & storage; universities; utilities; warehousing; welfare\pensions; wireless phones.

Labor Organizations: AFSCME; AFT; AFGE; Allied Pilots Assn.; APWU; ATU; Atomic Projects & Production Workers; Bakery, Confectionary, Tobacco & Grain Millers; Border Patrol Agents; Bricklayers Union; Carpenters & Joiners; CWA; District 1199 Health Care Workers; Elevator Operators; Farm Workers Union; FOP; IAFF; IAMAW; IATSE; IBEW; IBT; ILA; IUE; IUOE; LIUNA; Mailhandlers; Musicians' Local; MTC; Native American Indian Federation; NAGE; NALC; NATCA; NEA; NFFE; NMU; NTEU; PACE; PASS; Patent & Trademark Assn.; Roofers & Sheet Metal Workers; SEIU, TCU; Textron\Bell Engg. Prof. Assn.; UAW; UFCW; UTU; UMW; UNITE; Union of Painters & Allied Trades; Utility Workers.

ISSUES:

Absenteeism; agency fee; arbitrability; bargaining unit work\craft jurisdiction; conduct (off-duty); civil rights; COLA; demotion; discipline & discharge; discrimination (Title VII, ADA, etc.); drug\alcohol offenses; entry rates; FLSA; FMLA; health\hospitalization coverage; hiring practices; holidays & holiday pay; hours of work & scheduling; incentive pay; insurance; job classification & rates; job performance; job posting/bidding; just cause; inter-craft pay relationships; last chance agreements; layoffs/ bumping/recall; leave; management rights; merit pay; overtime; past practices; pension and welfare plans; polygraphs;

project labor agreements; reassignment; reclassification; retaliation; retirement; safety/health conditions & OSHA; schedules\hours of duty; seniority; settlement agreements; severance pay; sexual harassment; subcontracting\contracting out; surplus\contingent employees utilization rates; temporary duty locations\relief and returns; travel expenses; union work jurisdiction; union rights & security; union discrimination; vacation\vacation pay; whistleblowing; workplace violence\threats; work assignments & conditions.

PERMANENT PANELS:

U.S. Postal Service\APWU & NALC (contract interpretation & discipline\discharge panels); Rocky Mountain Steel\USWA; FAA\NATCA; Clark County (Las Vegas, NV) Sch Dist\NEA; Tinker AFB\AFGE; USDA\Nat'l. Food Inspectors Locals; Social Security Administration\AFGE; IRS\National Treasury Employees Union; Chair, Albuquerque tripartite public labor board\UTU, CWA, IBT; Koppers\TCU.

ARBITRATION ROSTERS:

National Mediation Board; Federal Mediation & Conciliation Service; American Arbitration Association; California State Mediation & Conciliation Service; ABA Employment Disputes Panel; Oklahoma Public Employee Relations Board; Nat'l. Assn. of Securities Dealers Statutory Employment Disputes Panel; Nevada Local Gov't. Employee-Management Relations Board; Montana Board of Personnel Appeals.

SAMPLING OF PUBLISHED CASES: Corpus Christi Army Depot, 108 LA 1006 (steward misconduct); Lyondell-Citgo Refining & Oil, Chemical, and Atomic Workers, 111 LA 1078 (arbitration procedure); Campbell Soup Co. & UFCW, 112 LA 673 (attendance policy); Friedrich Air-Conditioning & IUE, 112 LA 907 (health ins. coverage); Arkansas General Industries & IUE-CWA, 113 LA 1373 (health costs); PACTIV Corp. & Union of Needletrades and Industrial Textile Employees, 118 LA 426 (leaving post\walking off the job); ILPEA & Paper and Allied Chemical Workers, 118 LA 705 (entry rates\incentive wage plan); Koppers & IAMAW, 121 LA 348 (technology\job abolishment); Univ. of New Mexico Hospital\Carpenters & Joiners, 121 LA 1368 (job vacancies\mgmt. rights); International Paper & URW, 93-2 ARB ¶ 3542 (work rules); ProSource Distribution Services & IBT, 97-2 ARB 3270 (sleeping on the job); Koppers & TCU, 04-1 ARB ¶ 3679 (seniority\overtime distribution). Other cases at 111 LA 1033; 113 LA 240; 116 LA 1373; 119 LA 65; 119 LA 305; 02-1 ARB ¶ 3044; 03-1 ARB ¶ 3447; 03-2 ARB ¶ 3534.

PUBLICATIONS:

<i>Labor and Employment Arbitration</i> , 2 nd ed. (LEXIS)	<i>2006 NAA Proceedings</i> (BNA)(co-editor)
<i>How Arbitration Works</i> , 6 th ed.	<i>Discharge and Discipline</i> , 2001 Suppl. (BNA)

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators; American Arbitration Assn.; Labor & Employment Research Assn. (Rocky Mountain Chapter; Airlines Section); American Bar Assn. (ADR, Labor & Employment Sections); Assn. for Conflict Resolution (Workplace Section\Leadership Council); National Judicial College.

EDUCATION:

Fellow	Behavioral Psych.	Johns Hopkins University (post-graduate fellowship)
MPA	Labor Relations	Indiana University
BA	American History	Arizona State University

CERTIFICATION:

Mediator (Employment & Commercial)	District of Columbia Superior Court
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FEE & EXPENSE POLICY: \$1,000/per diem for hearings and \$250/hour for mediation of labor and employment disputes; per diem cancellation fee applies within 30 days of scheduled hearing; pro-rated per diem for travel in excess of 3 hours. Actual costs of expenses for travel, lodging, meals, postage, copying, legal research (if needed).